

100% Employment Outcome Information

INTEGRIS Bass Baptist Health Center Enid Public Schools Enid, OK

- 1. INTEGRIS Bass Baptist Health Center rural area in Enid, OK (Nearest Urban area = 90 miles)**
- 2. High School Program**
- 3. We just completed our 2nd year**
- 4. 5-10 interns**
- 5. 5 Internal Hires**
2- Part-time, 3 – full-time (all traditional entry level hires)
- 6. 8 – external hires**
3 – Full-time; 5 – part-time (all traditional entry level hires)
- 7. Staff Breakdown: 1 full-time Instructor; 2 to 2 ½ job coaches)**
- 8. Job Development Process:**
 - a. Rotation Development within the host business – The project SEARCH Instructor meets with the Business Liaison to make initial contact to the different departments throughout the hospital. The instructor has developed a PowerPoint to help with the introduction of Project SEARCH to a department as well as some flyers. Once a decision to add a rotation to a department is agreed upon, the instructor and job coaches work with the department managers, supervisors and other employees to educate them on our program and begin the internship development. We put together a rotation binder that has a job description, job analysis, task analyses, checklists, and modification needed or available. We update this binder on a regular basis as staff change or as new modifications are used.
 - b. Community Job Development: We take a team approach at this. We begin Day 1. The instructor has a PowerPoint available that she uses to educate businesses and business partnerships (i.e. Chamber of Commerce, Young Professionals, and AMBUCS). We always carry our business cards to give out even on the weekends or evenings when we are out in the community. Since we are all very passionate about Project SEARCH, we are always giving out information. Beginning after Christmas, the job coaches really get busy visiting community businesses to educate about our program and what we can offer. We start getting our interns and parents out picking up applications, so we become very visible in the community. At Spring Break time we are Gung-Ho with everyone out educating and applying and interviewing. Within the hospital we have also had our department managers networking for us, especially when they have had a very positive experience with an intern, but they don't have an opening at the time. Our job coaches have shown their positive support so visibly that we have business willing to continue to look at our applicants to fill positions.

9. Strategies for Success

The instructor regularly meets with Special Ed. teachers and counselors at the Middle Schools and high Schools to educate them of this program. The instructor and the Director of Special Services have developed a letter to be received by all parents of 8-11th grade students on IEPs to inform them of Project SEARCH.

We are active in service projects and community activities. We will have our interns develop teams for community fundraising teams like our 4RKids Walk each year. This agency, which provides our job coaches, has a mission to provide services for children and adults with disabilities. We have events with our partners that include summer get-togethers for our new interns that will include past interns and their parents, to help communicate the successes they had with Project SEARCH.

This is an area we are working on expanding this year with the development of both a Business Advisory Committee and a Parent Advisory Committee.

10. Family Involvement in Employment Planning Meetings:

This is an area we are implementing improvements. The goal of course is monthly meetings with parents, interns, instructor, DRS Counselor and job coaches. We plan to develop a Parent Advisory Committee to help with these improvements. Starting in the spring we always begin at the minimum monthly meetings involving parent, but often it is weekly.

11. Family Involvement Overall

The families are invited to the Summer Get-Together, Open Houses, Orientation Meetings, Job Fairs, Christmas Luncheon, etc. The instructor speaks with parents on at least a bi-weekly level regarding their intern. As said before this is an area we will be implementing some improvements.

12. Marketing Strategy

- These have been addressed above: The instructor visits with community groups such as the Chamber of Commerce, Enid Young Professionals, and AMBUCS. She presents a PowerPoint for them. We also have sent out a mass mailing of an informative flyer with the April Chamber of Commerce newsletter (reaching nearly 1,000 local businesses).
- The instructor regularly meets with Special Ed. teachers and counselors at the Middle Schools and high Schools to educate them of this program. The instructor and the Director of Special Services have developed a letter to be received by all parents of 8- 11th grade students on IEPs to inform them of Project SEARCH.